



Hafeeza Anchrum, PhD, RN, is a postdoctoral fellow in the Race, Science, and Society Program at the University of Pennsylvania, where she co-manages the “Penn Medicine and Afterlives of Slavery Project.” Her research focuses on the historical contributions of Black women to the development of U.S. healthcare, with a particular emphasis on the experiences and impact of Black American nurses. Her current research, which extends her doctoral work, examines the desegregation of hospital nursing schools, centering on Philadelphia’s Mercy-Douglass Hospital School of Nursing.

Anchrum is initiating a project that traces the development of racist ideas in nursing education, practice, and policy from the 1870s to present. Her scholarship has received support from the National Institutes of Health, the American Nurses Foundation, the American Association for the History of Nursing, and the Barbara Bates Center for the Study of the History of Nursing. Anchrum earned her PhD in nursing from the University of Pennsylvania, a Master of Science in nursing from New York University, and a Bachelor of Science in Nursing from Florida State University.



Bart Bailey, MBA, owner, Courage to Care, LLC, and author of, *It’s in Our Bones*, is a seasoned business executive and certified leadership coach with over 25 years of experience in operations and operational excellence. Known for his team-oriented approach and results-driven mindset, Bailey has a proven track record of engaging employees, streamlining systems, and increasing productivity and efficiency across industries, including engineering, operations, customer service, accounting, and planning.

As chief operating officer for Courage to Care consultancy, Bailey leverages expertise in justice, equity, diversity, and inclusion to improve employee engagement, foster belonging, and minimize othering in workplaces. He creates safe spaces for meaningful dialogue, empowering individuals and organizations to thrive.

Bailey specializes in coaching individuals and teams on unconscious biases, team building, and leadership. His systems-thinking approach enables him to translate complex concepts into actionable strategies, inspiring maximum productivity and resource efficiency.



Meedie Bardonille, MSN, RN, FN, PCCN-K, FADLN, is a dynamic nursing leader, innovator, and results-oriented professional with a deep commitment to patient care and the advancement of nursing. Currently serving as the divisional director of nursing at The George Washington University Hospital, Bardonille has over two decades of experience in the acute-care setting, specifically as a cardiac ICU nurse.

In addition to her role at GW Hospital, Bardonille serves as the chair of the Washington DC Board of Nursing, where she provides regulatory oversight for over 46,000 nursing professionals. She is active in organizations such as the American Nurses Association, National Black Nurses Association, Chi Eta Phi Nursing Sorority, Inc., and the National Council of State Board of Nursing.

In 2022, she founded The Black Nurse Collective Inc., a 501(c)(3) organization that brings together nursing experts with varying skills who are intentional about building and sustaining a network used for promoting professional growth, entrepreneurship, addressing health equity, and the common uplift and elevation of its members and communities. Bardonille was inducted as a fellow into the inaugural class of the Academy of Diversity Leaders in Nursing, and into the Gamma Beta Chapter of Sigma Theta Tau, International Honor Society of Nursing. She served as a member of the 15th Electoral College of the District of Columbia during the 2020 United States presidential election and was elected as an official for the Ward 5 DC Democratic Committee.



Lou Bartolo, DNP, MSN, RN, is a global leader in healthcare quality and regulatory affairs, specifically stem cell transplant and cellular therapy. He is the senior regulatory affairs associate overseeing global regulations at the NMDP (formally the National Marrow Donor Program). Bartolo is the president of the Maryland Nurses Association and immediate past president of the Oncology Nursing Society National Capital Chapter. Bartolo's leadership continues with his second appointment to the American Nurses Association Political Action Committee Board of Trustees.

He is working on his Master of Health and Hospital Law degree from Seton Hall University Law School and completed his Doctorate of Nursing Practice from Loyola University New Orleans. He received his Master of Science in Nursing from the Johns Hopkins University School of Nursing, Master of Science in Health Promotion from Northwestern State University of Louisiana, and Bachelor of Science in Business Administration from Our Lady of Holy Cross College in New Orleans.



Kenya Beard, EdD, AGACNP-BC, FNYAM, ANEF, FAAN, FADLN, is the inaugural dean and chief nursing officer at Mercy University's School of Nursing and former chair of the New York State Board of Nursing. A nationally recognized expert in nursing education and transformational leadership, she has advanced health equity through education, policy, and practice. As a 2012 Macy Faculty Scholar, Beard founded the Center for Multicultural Education and Health Disparities. She has collaborated with prestigious institutions like the Harvard Macy Institute and co-produced healthcare disparity segments on WBAI-FM.

She co-authored the Josiah Macy Foundation's Improving the Environment for Learning in the Health Professions report and served as a reviewer for the Future of Nursing 2020-2030 report. A fellow of multiple academies, Beard's leadership continues to shape nursing education and health policy.



Uché Blackstock, MD, is a physician and thought leader on bias and racism in healthcare. She appears on air regularly as an MSNBC medical contributor and is the founder and CEO of Advancing Health Equity, as well as a former associate professor in the Department of Emergency Medicine and the former faculty director for recruitment, retention, and inclusion in the Office of Diversity Affairs at NYU School of Medicine.

Blackstock received both her undergraduate and medical degrees from Harvard University, making her and her twin sister, Oni, the first Black mother-daughter legacies from Harvard Medical School.



Camille Burnett, PhD, MPA, APHN-BC, BScN, RN, DSW, FAAN, CGNC, is vice president, health equity at the Institute for Healthcare Improvement, overseeing national large-scale and state-wide equity initiatives. Previously, she was the associate vice president, education and health equity, at Virginia Commonwealth University; associate executive director, Institute for Inclusion, Inquiry, and Innovation; a tenured full professor at VCU School of Nursing and the Institute for Women's Health, School of Medicine.

At the University of Kentucky, she served as strategic advisor for Community Engagement and Academic Partnerships in the Office of the Provost, endowed professor, assistant dean, equity, outreach and social justice, College of Nursing. At the University of Virginia, she was the academic director for community engagement and partnerships, tenured associate professor, School of Nursing and co-founder of the University of Virginia Equity Center. Burnett's research uses her structural justice lens to identify solutions to redress inequity.



Lucinda Canty, PhD, CNM, FACNM, FAAN, FADLN, is a certified nurse-midwife and an associate professor of nursing at the University of Massachusetts Amherst. She earned a bachelor's degree in nursing from Columbia University, a master's degree from Yale University, and a PhD from the University of Connecticut. Canty has provided reproductive healthcare for over 30 years. She founded Lucinda's House, a Black Maternal Health Collective, to promote maternal health equity through community collaboration and programs that provide support and education.

Her research interests include addressing racial disparities in reproductive health, promoting diversity in nursing, and historical research in nursing and midwifery. She uses her lived experience as a Black woman, history, poetry, art, and research to improve maternal health outcomes among Black women. She is a fellow in the American Academy of Nursing, the American College of Nurse Midwives, and the National Black Nurses Association as a Luminary Fellow in the Academy of Diversity Leaders in Nursing. Canty's work is featured in the documentary "Everybody's Work: Healing what harms us all."



Benita Chatmon, PhD, MSN, RN, CNE, is an associate professor of clinical nursing and the assistant dean for clinical nursing education at LSU Health-New Orleans School of Nursing. Chatmon has extensive experience in medical-surgical nursing, mental health nursing, nursing education, nursing research, and nursing leadership. She currently serves her academic community as the chair of the Clinical Affiliation and Nurse Executive Advisory Council, a member of the Administration council, and an ex-officio member of the Undergraduate and Graduate Academic Council, as well as the Curriculum committee.

Chatmon is active in service and mentoring within local, regional, and national committees/organizations. She served as the 2023-2023 president for Louisiana State Nurses Association (LSNA). Under her leadership, LSNA successfully established the Nursing Maternal Mortality and Preterm Births Task Force (SCR 20) and played a pivotal role in passing legislation related to surgical smoke evacuation, making Louisiana the 12th state to enact such a law. She played a key role in spearheading LSNA's first mentorship program. Chatmon serves on the American Nurses Association's Project NextGen Advisory Group, providing insights on a redesigned membership for future generation of nurses.



Karen Clark, PhD, MSN, RNC-MNN, is an assistant professor and coordinator of the Nursing Research Office at Southern University and A&M College, a historical black college and university, with an expertise in maternal child nursing. Her academic training and clinical experience as a registered nurse have set a path for success and prepared her for her role as a nurse scientist. In addition to teaching the maternal health course at the university, she continues to work in the clinical arena as a staff nurse on an obstetric unit. Clark currently has 29 years' extensive clinical experience as a nurse clinician caring for vulnerable populations as an OB nurse. She earned her doctoral degree from the University of Missouri-Sinclair School of Nursing and holds a Master of Science in Nursing specializing in Healthcare Systems Management and a Bachelor of Science degree from Loyola University, New Orleans.

Clark's program of research is caregiving with a focus on grandparents raising grandchildren. She has disseminated her clinical expertise and scientific knowledge to audiences including colleagues, students and grandparents. As a researcher, she has served as principal investigator on research studies exploring the needs and stressors impacting custodial grandparents' parenting and psychological well-being. Clark is committed to developing culturally relevant and age-appropriate interventions tailored to vulnerable populations.



Ray Coe, RN, PhD, is the current president of the Tennessee Nurses Association. With over 38 years in nursing at every level, CNA, LPN, RN and APRN, Coe has served as a clinical staff nurse, nurse manager, administrator, educator, and researcher. He has also served in non-nursing specific roles regarding data analysis, facility design, strategic planning and well as the chief of resource management, overseeing budgeting, payroll and staffing, and as the chief of quality, safety and value, overseeing accreditation, patient safety, and system redesign services.

Coe is board certified by the American Nurses Credentialing Center in General Nursing Practice (RN-BC) and Nursing Executive, Advanced (NEA-BC) and is a fellow (retired) in the American College of Healthcare Executives.



Yvonne Commodore-Mensah, PhD, MHS, RN, FAAN, is a cardiovascular nurse epidemiologist at the Johns Hopkins School of Nursing and the Johns Hopkins Bloomberg School of Public Health. She is the associate dean for research at Johns Hopkins School of Nursing, associate director, local/global reciprocal innovation at Johns Hopkins Center for Health Equity and Core Faculty at the Welch Center for Prevention, Epidemiology, and Clinical Research. She is the president and co-founder of the Ghanaian-Diaspora Nursing Alliance.

Her research focuses on reducing cardiovascular disease risk among African populations both in the United States and Africa through community-engaged research and implementation science. Commodore-Mensah serves as the principal investigator for several significant projects, including the ADHINCRA Program, a randomized control trial addressing hypertension control in Africa, and the LINKED-BP and LINKED-HEARTS Programs, which study multi-level interventions to enhance hypertension control and chronic disease management in primary care settings in the US.

Commodore-Mensah's contributions to the field have earned her fellowships and awards from the American Academy of Nursing, American Heart Association, and the Preventive Cardiovascular Nurses Association.



Elliott P. Currie, PhD, is professor of criminology, law, and society at the University of California, Irvine. His work focuses on the social and economic roots of American violence and the problems of the criminal punishment system in the United States. His recent book, *A Peculiar Indifference: The Neglected Toll of Violence on Black America*, explores the sources of enduring racial disparities in violent death and injury in America, and outlines strategies to reduce them. It was named a *New York Times* Notable Book of 2020.

Currie is the author of many works on crime, delinquency, drug abuse, and social policy, including *Confronting Crime: An American Challenge*, *Dope and Trouble: Portraits of Delinquent Youth*, and

The Roots of Danger: Violent Crime in Global Perspective. His book *Crime and Punishment in America*, revised and expanded in 2013, was a finalist for the Pulitzer Prize in General Nonfiction in 1999.

He is a co-author of *Whitewashing Race: The Myth of a Colorblind Society*, winner of the 2004 Book Award from the Benjamin L. Hooks Institute for Social Change and a finalist for the C. Wright Mills Award of the Society for the Study of Social Problems, newly revised in 2022. He is the co-editor of *Progressive Justice in an Age of Repression*. Currie is the recipient of both the August Vollmer Award and the Mentor Award from the American Society of Criminology.



Stephan Davis, DNP, MHSA, FACHE, is the inaugural executive director of leadership, policy, and Doctor of Nursing Practice education and an associate professor at Georgetown University, School of Nursing. A Georgetown alumnus, Davis returned to the Hilltop in September of 2024 from Virginia Commonwealth University, where he has served as the associate dean of inclusive excellence and belonging for the College of Health Professions and the School of Nursing, leading diversity, equity, inclusion, and belonging initiatives.

Davis is a fellow and national faculty member of the American College of Healthcare Executives (ACHE). He previously chaired the ACHE LGBTQ+ Healthcare Leaders Community and has served as an ACHE Regent-at-Large, a role created to foster diversity in the governance of ACHE. He was bestowed the organization's Exemplary Service Award, the association's highest national honor for professional service. He is also a 2023 recipient of the Association of University Programs in Health Administration's Teaching Excellence Award for his contributions related to diversity, equity, inclusion, and belonging and social justice.

In addition to fellowship with ACHE, Davis is a distinguished scholar and fellow of the National Academies of Practice, a fellow of the Healthcare Financial Management Association, an inaugural and founding fellow of the Academy of Diversity Leaders in Nursing, a fellow of the National League for Nursing's Academy of Nursing Education, and a fellow of the American Academy of Nursing.



Sheldon D. Fields, PhD, RN, CRNP, FNP-BC, AACRN, FAANP, FNAP, FADLN, FAAN, is a research professor and the inaugural associate dean for equity and inclusion in the Ross and Carol Nese College of Nursing at Penn State University. He is also the founder and CEO of health innovation consulting company the S.D.F Group, LLC.. He has over 30 years of experience in the health sector as an educator, researcher, clinician, administrator, consultant, health policy specialist, and entrepreneur.

Fields is a well-known and respected HIV/AIDS prevention research scientist with a significant focus on young men of color. He worked for over a decade as a primary care provider in a federally qualified health center with historically underserved disenfranchised populations. He is a lifetime member of the National Black Nurses Association and currently serves as the organization's 14th

national president. He was the first male RN selected for the Robert Wood Johnson Foundation Health Policy Fellowship Program in which he served as a policy adviser to then Senator Barbara Mikulski (D-MD) on the Senate HELP committee during the historic healthcare reform debates and passage of the Affordable Care Act. Fields is a fellow of the American Academy of Nursing, the American Association of Nurse Practitioners, the National Academies of Practice, and the Academy of Diversity Leaders in Nursing.



Sonya Frazier, RN, BSN, is an Indigenous Nurse, Choctaw and Chickasaw, with over 22 years of dedicated service to her communities. She has made significant contributions to Indigenous nursing by advocating for Indigenous nurses and communities within both the healthcare and educational realms. Frazier shares her spiritual and traditional teachings through her nursing practice and collaborates with relatives across Turtle Island. She sits on the American Nurses Association's Code of Ethics panel and has contributed to the National Commission to Address Racism.

Frazier is the current president of the Oklahoma Indigenous Nurses Association and leads the nonprofit organization Regalia Making Relatives, which promotes healing from intergenerational trauma through regalia making and connecting to Indigenous culture. She contributes her determination, strength, and courage not only to her parents, who are both boarding school survivors, but also to her ancestors. Her mission is to heal both the land and its people, fostering greater acceptance among all relatives.



Tina C. Gordon, MPA, CAE, FACHE, is the CEO of the North Carolina Nurses Association, the leading professional organization for North Carolina's registered nurses. Gordon joined NCNA in 2006 after a diverse career in association management, government/political affairs and leadership development. She is responsible for leading a team of twelve and working with the Board of Directors to spearhead all NCNA strategic initiatives to benefit its 9500 members. Gordon is also one of the association's registered lobbyists.

She holds a BA in Environmental Policy and Political Science from Duke University and a Master of Public Administration from North Carolina State University. She earned her Certified Association Executive certification in 2003 and was inducted as a Fellow in the American College of Healthcare Executives in 2014. Gordon was selected by the Triangle Business Journal as one of the 2021 Women in Business award winners, being recognized in the non-profit leadership category, and has been named multiple times to Business North Carolina's Power List for Healthcare.



Ernest J. Grant, PhD, RN, FAAN, is the vice dean for diversity, equity, inclusion and belonging at the Duke University School of Nursing. He is also the immediate past president of the American Nurses Association and the first male to be elected to the office of president in its 128 years of existence.

A distinguished leader, Grant is an internationally recognized burn care and fire safety expert. For the past four consecutive years, Grant has been recognized by *Modern Healthcare Magazine* as one of 50 Influential Clinical Executives in Healthcare and as one of 100 Most Influential People in Healthcare. He has been nationally recognized for his work addressing racism, equity, and inclusion within the nursing profession. *Modern Healthcare* named him one of 2023 Top Diversity Leaders.

In 2002, President George W. Bush presented Grant with a Nurse of the Year Award for his work treating burn victims from the World Trade Center site. He is a fellow of the American Academy of Nursing. Grant holds a BSN degree from NCCU and MSN and PhD degrees from the UNC-Greensboro.



Marcus D. Henderson, MSN, RN, is a PhD Candidate, NIH/NIMH Ruth L. Kirschstein NRSA Predoctoral Fellow, and 2024-2026 Jonas Scholar at the Johns Hopkins University School of Nursing. Henderson is a dynamic psychiatric nurse and leader with professional experience working in community-based, inpatient psychiatric, and academic settings. His clinical and research interests are in adolescent mental health and suicide prevention, family systems, social determinants of mental health, and advancing DEIB and anti-racism in nursing. Henderson holds various

leadership roles, including inaugural member of the National Commission to Address Racism in Nursing and immediate past chair of HOSA-Future Health Professionals. He previously served as a member of the ANA Board of Directors and Committee on the Future of Nursing 2020-2030 at the National Academy of Medicine. Henderson received a BSN, MSN in Health Leadership, and Certificate in Healthcare Innovation from the University of Pennsylvania.



Kechi Iheduru-Anderson, DNP, RN, CNE, CWCN, is a professor and the inaugural nursing program director at Central Michigan University's College of Health Professions in Mount Pleasant. She holds a doctoral degree in higher education leadership from CMU and in nursing education from Regis College in Weston, Massachusetts. An inaugural fellow of the Academy of Diversity Leaders in Nursing and a fellow of the Association of Black Nurse Faculty Leadership and Public Policy Mentoring Fellowship, her research focuses on promoting equity, diversity, inclusion, through antiracism in nursing practice, leadership, and education.

Iheduru-Anderson has received several awards and recognition for the research including Sigma Nursing 2024 International Nurse Researcher Hall of Fame Inductee and the Nightingale award for excellence in nursing research. Her research has made a significant impact in nursing profession's anti-racism and equity discourse.



Michael Jones, PhD, MBA/HCM, RN, has served in various capacities across the healthcare spectrum, which includes his current role as the inaugural associate dean for culture, engagement, and professional development as well as clinical associate professor for the East Carolina University College of Nursing.

His research focuses on community-based care, men's health, health disparity elimination, and population health. Jones is the recipient of the 2023 Faculty Scholar Grant Award by the Foundation for Academic Nursing. In 2013, Jones received the Mississippi State Medical Association Excellence in Medicine Wellness Promotion Award for his work to address health disparities in Mississippi during his tenure as chief community health officer for the University of Mississippi Medical Center. In November of 2024, Jones was inducted as a Fellow in the American Academy of Nursing.

Jones is a co-founder of the Network of Black Male Nurse Leaders, which is designed to empower black male nurses across the country by providing a robust support system, offering mentorship opportunities, and advocating for professional growth.

He is a past chair of the National Advisory Panel on Clinical Trials for the Patient Centered Outcomes Research Institute and a member of the National Advisory Committee for the Minority Fellowship Program. Jones serves as an assistant editor for the Association of Black Nursing Faculty Foundation Journal as well as a member of the editorial board for Nursing Management – The Journal of Excellence in Nursing Leadership.



Sarah Killian, DNP, RN, NEA-BC, is a nationally recognized nurse leader in education, administration, and practice. She holds a Doctor of Nursing Practice degree and is board certified as a Nurse Executive, Advanced. She recently retired as a clinical associate professor from a 14-year stint at Georgia State University, where she was instrumental in designing and implementing the Doctor of Nursing Practice Program. Although Killian completed her career in education, more than half of her work in nursing was spent in the practice setting as a nurse administrator and clinical nurse educator.

Killian has participated in healthcare delegations to the former Soviet Republic of Georgia, Haiti, and the Dominican Republic focused on assessing and implementing healthcare practices to improve healthcare delivery systems and outcomes.

Killian's research interest is formal mentoring of nurses in the practice, academic, and professional organization settings. She has given lifelong service as a volunteer, advisor, and/or consultant to organizations for the improvement of health services within the community and has assumed leadership roles in professional organizations on the local, regional, national, and international levels.



Roberto L. Roman Laporte, PhD, DNP, RN, CMSRN, is a Jonas Nurse Leader Scholar from Johns Hopkins, where he earned his doctorate in nursing practice in 2018, and has been featured as the resident expert representing Florida by the Johns Hopkins School of Nursing. In 2023, he was inducted into the inaugural chapter of the National Society of Leadership Success at the University of Miami and into the Bouchet Graduate Honor Society at Yale University. He was a 2022 recipient of the Edith Anderson Leadership Grant from Sigma Theta Tau International and

received the Beta Tau PhD Scholarly Award.

Laporte was awarded the Researcher of the Year award by the LGBTQ+ Student Center at the University of Miami. He is among the first 40 people globally to have achieved certification in the specialty area of evidence-based practice, awarded by the Helene Fuld Health Trust National Institute for Evidence-based Practice in Nursing and Healthcare.

His scholarly work has covered areas such as aromatherapy for patients receiving chemotherapy, health outcomes related to socioeconomic factors in primary care settings, parental acceptance of LGBT youth, parent and child communication about risky behaviors, and culturally adapting an evidence-based relationship program for Latino sexual minority men.



Jennifer Mensik Kennedy, PhD, MBA, RN, NEA-BC, FAAN, serves as the 38th president of the American Nurses Association. In this national leadership role, Mensik Kennedy boldly advocates for the nation's 5.5 million RNs. In 2023, she was named one of the 100 Most Influential People in Healthcare and in 2024, one of the 50 Most Influential Clinical Executives by *Modern Healthcare*.

Mensik Kennedy is a sought-after presenter and prolific author based on her insights about and experience involving key nursing issues. Her books include *Lead, Drive, and Thrive in the System*, 2nd edition, and *The Nurse Manager's Guide to Innovative Staffing*, 3rd edition. She co-authored *Lead like a Nurse, A Nurse's Step-By-Step Guide to Transitioning to the Professional Nurse Role*, and *The Power of Ten*, 2nd edition, and contributed a chapter to *The Career Handoff: A Healthcare Leader's Guide to Knowledge & Wisdom Transfer across Generations*.

Prior to her presidency, Mensik Kennedy held key leadership positions within the nursing profession, including serving the American Nurses Association as treasurer, second vice president, and director-at-large. She also served as president of the Arizona Nurses Association from 2007 to 2010. Additionally, Mensik Kennedy held the role of governor of nursing practice for the Western Institute of Nursing in 2010-2014.



Aron King, MSN, is assistant manager at UC Davis Health in Sacramento, CA. Starting his career as an associates-prepared nurse, King has gone on to receive his Bachelor of Science in Nursing from the University of Texas, Arlington and Master of Science from UC Davis. His graduate research focused on the prevalence and impact of microaggressions on graduate nursing students of color. Now a third-year PhD student, his research centers on mental health interventions to reach Black men by way of the barbershop.

He is currently the historian for the Capitol City Black Nurses Association and has served on the chapter's executive board in several roles since 2020. King also chairs the NBNA Men's Health Committee. As an advocate for healthcare diversity, he has established annual programs such as Cut to the Chase and the Breaking Down Barriers to Nursing Conference.



Camille Lloyd is executive director of the Gallup Center on Black Voices, where she leads Gallup's research initiative devoted to studying and highlighting the experiences of more than 40 million Black Americans. The center tracks and reports the progress on life outcomes regarding topics including justice, health and wellbeing, economic opportunity, jobs and work, education and community, and environment.

As portfolio director for the Gallup Government Initiative, Lloyd provides thought leadership and oversight of Gallup's multiyear evaluation contracts, custom-design quantitative and qualitative research studies, and leadership and management consulting projects. Her areas of expertise include criminal justice, community preparedness and resilience, workplace and worker rights issues, and program and policy evaluation.

Lloyd has co-authored several book chapters on best practices in juvenile justice education. She is a member of Public Responsibility in Medicine and Research and leads Gallup's Human Research Protections Program.



Beverly Malone, PhD, RN, FAAN, is president and CEO of National League for Nursing (NLN). Under her leadership, NLN has advanced the science of nursing education, increased diversity in nursing scholarship, and championed evidence-based practice. Malone's distinguished career has blended education, administration, and clinical practice, including as Federal Deputy Assistant Secretary for Health under President Clinton.

As a reviewer, she contributed to the groundbreaking IOM report, "The Future of Nursing: Leading Change, Advancing Health," and served on the Minority Health Federal Advisory Committee. Malone has been awarded more than 20 honorary doctorates. Presently, she serves as vice chair at the Institute for Healthcare Improvement Board of Directors, co-leads the National Academy of Medicine (NAM) Health Professional Education and Communication Working Group, and serves on NAM's Steering Committee. She is also a member of ecoAmerica's Leadership Circle Executive Committee.

Malone is recipient of numerous awards, including the American Nurses Association's 2024 Hall of Fame Award and the American Academy of Nursing's 2024 Mary Elizabeth Carnegie Leadership in Equity, Diversity, and Inclusivity Award. The American Nurses Credentialing Center presented Malone with the prestigious 2023 HRH Princess Muna Al Hussein Award. In 2023, she was listed in *Modern Healthcare's* 100 Most Influential People in Healthcare for the fourth consecutive year.



Sarah McBride
Member, U.S. House of Representatives

Congresswoman Sarah McBride proudly represents our country's First State, Delaware, as its sole member of Congress. From 2020-2025, Congresswoman McBride served as State Senator for the First State Senate District. She worked for former Governor Jack Markell and the late Attorney General Beau Biden and served as the national spokesperson for the Human Rights Campaign, the nation's largest LGBTQ equal rights organization.

As a state senator, McBride passed legislation expanding access to healthcare, requiring mental health and media literacy education in public schools, promoting green technologies, and protecting workers and families.

In her first term as state senator, McBride passed the landmark Healthy Delaware Families Act, providing paid family and medical leave to workers throughout the First State and marking the largest expansion of Delaware's social safety net in decades. In her final term, she passed the largest ongoing investment into Delaware's Medicaid program since the Affordable Care Act.



Danielle McCamey, DNP, ACNP-BC, FADLN, FCCP, FAAN, is an acute care nurse practitioner with over 20 years of nursing experience and over a decade as a board-certified acute care nurse practitioner. Her specialties include perianesthesia care, palliative, and critical care. McCamey is an assistant professor at the Johns Hopkins School of Nursing. Her scholarly pursuits and fervent dedication are centered around propelling diversity and development within the nursing workforce.

McCamey is reshaping the landscape of nursing through her groundbreaking nonprofit, DNP's of Color, which she founded. Through this initiative, she created a thriving global community of DNP-prepared nurses of color, catalyzing a surge of representation within the nursing profession.



Amy K. McCarthy, DNP, RNC-MNN, NE-BC, CENP, currently serves as the chief nursing officer for Hippocratic AI, focusing on generative AI solutions to improve access to healthcare. An alumna of the George Washington University, McCarthy earned her DNP with a focus on executive leadership. McCarthy is a champion of transformational and heart-led leadership, aiming to foster innovative and health-centered environments for nurses.

Her decade-long experience involves collaborating with state and national leaders in nursing, improving outcomes for the public and employees she serves at the bedside and in leadership.

McCarthy currently serves as president of the Texas Nurses Association. She has also notably served as a director-at-large on the American Nurses Association Board of Directors, addressing crucial issues around safe staffing, workplace violence, and racial equality in nursing.



Larissa Morgan, MSN, RN, NPD-BC, is a dedicated healthcare leader, nurse, and researcher with over 20 years of experience, including six years as a bedside nurse, eleven years in nursing leadership as a nursing professional development specialist, and four years in talent acquisition leadership. A passionate advocate for health equity, Morgan focuses on developing pipeline programs that remove barriers and create opportunities for underrepresented communities in healthcare.

She has been instrumental in launching Penn Medicine's Earn to Learn Program under the Develop People pillar. These workforce development programs are designed to fill critical roles, such as surgical technologists and sterile processing technicians, while supporting employee growth. As one of the principal investigators, Morgan oversees a groundbreaking study by the Women of Color qualitative research group, investigating the personal, interpersonal, and organizational nuances that facilitate or block advancement along the pre-nursing to executive trajectory for Black women. Her mission is to drive meaningful change, ensuring equitable access to healthcare and career opportunities for all.



Christopher E. Otto, MSN, RN, CCRN, has been a registered nurse in Delaware since February 2011. Since 2020, he has served as the executive director of the Delaware Nurses Association. He also maintains clinical practice as a bedside nurse in the Neuro Critical Care Unit at Christiana Hospital. His clinical background includes cardiovascular progressive and critical care, open-heart surgery, heart failure, peri anesthesia, and now neurology and neurosurgery. His leadership experience includes nursing professional excellence, Magnet® designation, shared governance, and non-profits.

Otto obtained his associate degree in nursing from Delaware Technical & Community College, Bachelor of Science in Nursing from Wilmington University, and Master of Science in Nursing with concentrations in nursing innovation and health systems leadership from Drexel University. He previously held board certifications in progressive care and heart failure nursing. Otto has served on national committees and leadership bodies for multiple nursing associations, is an editorial board member for the journal *Nursing2024*, and previous editor for the *American Association of Heart Failure Nurses*. Locally, he is a member of the Health Workforce Subcommittee of the Delaware Healthcare Commission and was selected twice as one of the most influential 222 Delawareans by *Delaware Business Times*.



Winifred V. Quinn, PhD, FAANP(H), FAAN(H), is the director, nursing workforce and policy, at the AARP Center for Health Equity through Nursing. She co-leads the national Future of Nursing: *Campaign for Action*. Quinn launched the *Campaign for Action's* diversity work to help ensure a more diverse nursing workforce, faculty, and leadership.

Quinn's work addresses policies that intersect consumer needs and nursing-delivered care. These policies include improving funding for nursing education and modernizing laws that regulate registered nurses and APRNs. Her federal policy experience includes the 2010 Patient Protection and Affordable Care Act. She helped initiate a coalition that led to Medicare's Graduate Nursing Education Demonstration.

She holds a master's in counseling, higher education, and human development from Montclair State University and a PhD in communication processes from Rutgers University School of Communication and Information. Quinn's career was inspired by her experience helping her older parents and her passion for equity and justice.



Renee' Roberts-Turner, DHA, MSN, RN, NE-BC, CPHQ, is the executive director of nursing excellence at Children's National Hospital and an academic at George Washington University and Johns Hopkins. She led strategic nursing plans and achieved two ANCC Magnet® re-designations. She is an editor for *Pediatric Nursing* and authored "The Diamond Model." Holding degrees in biology, nursing, and health administration, her research focuses on leadership, patient experience, and healthcare equity.

Roberts-Turner is involved in various boards and projects, including an international study on nurse leaders and a grant for equitable scalp and hair care practices.



Wanda Thruston, DNP, APRN, RN, is a dynamic equity and inclusion nurse strategist, consultant, executive leader, and educator with a strong, substantial, and wide-ranging background in healthcare delivery, health promotion, and advancing academic success across K-20 institutions. Passionate about promoting health equity and anti-racism initiatives, Thruston specializes in strategic planning, institutional policy analysis, and team development.

As a skilled mentor, speaker, and author, Thruston has led transformative change at the intersection of healthcare, education, and community organizations. She remains deeply committed to improving health and educational outcomes for populations with limited resources and from historically disinvested communities.



Carter Todd, MS, MBA, RN, NE-BC, CCRN, is nurse manager and the founder and immediate past president of the Capitol City Black Nurses Association, the local chapter of the National Black Nurses Association. His route into the nursing profession has taken him through all levels of the California education system. Todd is a graduate of Sacramento State University, obtained his BSN from Samuel Meritt University, pursued graduate studies at the Betty Irene Moore School of Nursing at UC Davis, and recently received his MBA from Western Governors University. He

enjoys community organizing, healthcare educational projects, and promoting all the amazing benefits that nursing has to offer.

He is a recipient of the *Sacramento Business Journal's* "40 Under 40" award, the Association of California Nurse Leaders Emerging Leaders Award, and the National Black Nurses Association "40 Under 40" award. Engaging with community partners throughout California, Todd focuses on health education and nursing professional development as avenues of impact. He was also part of the inaugural class of the ANA\California's Advocacy Fellowship in 2021.



Lauren Underwood, RN
Member, U.S. House of Representatives

Congresswoman Lauren Underwood serves Illinois' 14th Congressional District and was first sworn into Congress on January 3, 2019. She is the first woman, the first person of color, and the first millennial to represent her community in Congress.

Rep. Underwood is a registered nurse and co-founder and co-chair of the Black Maternal Health Caucus, which addresses America's Black Maternal Health crisis in Congress and advances policy solutions to improve maternal health outcomes and end disparities. Rep. Underwood is Co-Chair of the House Democratic Policy and Communications Committee and serves on the House Committee on Appropriations.

Prior to her election to Congress, she served as a Senior Advisor at the U.S. Department of Health and Human Services (HHS), helping communities across the country prevent, prepare for, and respond to disasters, bioterror threats, and public health emergencies. As a career public servant at HHS, she also helped implement the Affordable Care Act, broadening access for those on Medicare, improving health care quality, and reforming private insurance. Rep. Underwood has taught future nurse practitioners through Georgetown University's online master's program and worked with a Medicaid plan in Chicago to ensure it provided high-quality, cost-efficient care.

She is a graduate of the University of Michigan and Johns Hopkins University.

Veronica Vital, PhD, MSN, MLS, RN, has 27 years of nursing experience in academia, research, pediatrics, women's, and community health, holds a BSN and MSN from Arizona State University and a PhD and Master of Legal Studies from the University of Arizona. She is currently an assistant professor at Alverno College. A dedicated NAHN member since 1997, Vital now serves as

president, previously holding leadership roles on the Board of Directors and as Phoenix chapter president and vice president. Committed to health equity, she serves as a board director for the National Coalition of Ethnic Minority Nurse Associations and Nurses on Boards Coalition and served on the US Office of Health and Human Services Advisory Committee on Minority Health. Her contributions earned her the 2022 March of Dimes Arizona Distinguished Nurse of the Year Award and the 2020 Nurse of the Year Award in Outpatient/Community and Public Health.



Roberta Waite, EdD, RN, PMHCNS, ANEF, FADLN, FAAN, is a nationally recognized nursing thought leader whose expertise is at the nexus of health equity, social justice, anti-Black racism, mental health, and community-centered work. As the inaugural dean of the relaunched School of Nursing at Georgetown University, she works with internal and external stakeholders to establish a world-class academic destination for advancing excellence in nursing education, research, scholarship, and transformative engagement with communities. She is responsible for

academic and operational leadership of the school, which is composed of prelicensure, master's and doctoral nursing programs.

Waite's expertise is amplified in her roles as Board Director for Family Process Institute, Independence Blue Cross Foundation, Georgetown MedStar Hospital, and Advancing Health Equity's National Advisory Board supported by the RWJF. As an inaugural Macy Faculty Scholar, her educational research focused on leadership development of nursing and health professions students using a social justice lens.



Wendy Amengual Wark is the founder of Inclusion Strategy Solutions, LLC, an MWBE-certified consulting firm helping corporations, academic institutions, governmental agencies, and non-profit organizations globally to advance their missions through a focus on diversity, equity, inclusion, access, and belonging. As a thought leader in the field of diversity, equity, inclusion, accessibility, and belonging for more than 25 years, Wark is a highly sought-after speaker and presenter and is the author of "Not Wednesday's Child: A Memoir" and the blog series, "The

Evolution of Inclusion." As a white-presenting, multiracial descendant of Puerto Rico and Ireland, Wark has long considered herself a spy in the house of racism. Her personal and professional experiences have inspired her life's mission: making manifest the value of all people. Wark has studied at Columbia University, Graduate School of Arts and Sciences; the City College of New York, City University of New York; and the University of Cambridge, England.



Claire McKinley Yoder, PhD, RN, is an assistant professor at Oregon Health & Science University School of Nursing with a passion for addressing social and structural determinants of health. Her work focuses on increasing access to education through inclusive learning environments. She has taught nursing for the past 20 years. Her research areas include school nurse workload and student educational outcomes, inclusive nursing education curricula, structural competency, and global health.

American Nurses Enterprise Staff



Oriana Beaudet, DNP, RN, PHN, is the vice president of innovation for the American Nurses Enterprise. The enterprise includes the American Nurses Association, American Nurses Credentialing Center, and the American Nurses Foundation. Prior this, Beaudet ran her own business as a strategic partner for organizations, healthcare executives, and startups.

Beaudet's last position was for a national healthcare design firm as the vice president of transformation. Her doctoral work focused on the use of innovation and design to advance nurses and the nursing profession through her creation of the Planting Seeds of Innovation events which launched in 2015. She sits on the American Association of Colleges of Pharmacy – Expert Advisory Council for Transformation and the Governing Directors Board for the Alliance for Nursing Informatics.



Katie Boston-Leary, PhD, MBA, MHA, RN, NEA-BC, FADLN, is the senior vice president of equity and engagement at the American Nurses Enterprise addressing diversity, equity, inclusion, accessibility, and belonging and workforce challenges within the profession. Boston-Leary is an adjunct professor at the University of Maryland School of Nursing and the School of Nursing at Case Western Reserve University. She is a board member for St. John's University Health Programs, Hippocratic AI, and

Ingenovis Health and an editorial advisory board member with *Nursing Management*, *Nursing 2025*, and American College of Healthcare Executives. Boston-Leary leads the National Commission to Address Racism in Nursing and served on the National Academy of Science and Medicine's National Plan to Address Clinician Well-Being supported by the previous U.S. surgeon general.

Katie authored two chapters in *The Sage Encyclopedia of Multicultural Counseling, Social Justice, and Advocacy*, the first encyclopedia focused on racism and Diversity, Equity, Inclusion and

Belonging. Katie was also featured in the award-winning documentary film, *Everybody's Work* funded by the Robert Wood Johnson Foundation.

She was identified in August 2019 *Health Leaders Media Journal* as “One of Five Chief Nursing Officers Changing Healthcare”. She also won the ICABA TD Bank 2023 Woman of Impact award and the 2024 Spectrum Circle Award for Innovation in Health. She was recently inducted as a Distinguished Fellow at the Academy of Diversity Leaders in Nursing with the National Black Nurses Association and will be inducted this year as a Fellow with American Organization of Nursing Leadership (AONL).



Kara Curry, MA, RN, HEC-C, is a senior policy and ethics advisor at the American Nurses Association Center for Ethics and Human Rights. Her clinical practice experience includes surgical oncology, forensic nursing, and perioperative nursing. After spending years at the bedside, her participation as an inaugural member of a hospital-wide nurse ethics committee led to her interest in healthcare ethics. This interest led her to pursue graduate studies in bioethics, completing her master's in Bioethics from Loyola University Chicago.

Curry served as a pediatric clinical ethicist in Washington, D.C. developing a true passion for the ethical complexities and challenges experienced in the field of pediatrics. She is published in the *American Journal of Bioethics* and the *American Academy of Pediatrics Journal, Hospital Pediatrics*. Her interests are in nursing ethics, ethics education within the nursing profession, environmental justice, pediatric ethics, dementia ethics, as well as exploring the intersectionality and role it plays in the health outcomes of Black women.



Ruth Francis, DrPH, MPH, MCHES, has over 35 years of international, corporate, association, government, and community health education and promotion experience and works for the American Nurses Enterprise as a senior policy advisor in the Nursing Practice & Work Environment Department. Francis currently leads the enterprise's work on healthy work environment initiatives including incivility, bullying, and workplace violence, health equity and racism prevention in nursing, and safe patient handling and mobility, and represents the enterprise at national and federal stakeholder meetings involving COVID vaccine education and occupational health. She is also involved in work related to AI in nursing, precision health, genetics and genomics, and gun violence prevention.

Francis received her doctorate in public health and is a certified master health education specialist.



Tim Nanof, MSW, is executive vice president for policy and government affairs at the American Nurses Enterprise. He has two decades of healthcare policy and advocacy experience across several national associations. Prior to joining the enterprise, Nanof served as the policy director for the American Speech-Language-Hearing Association, where he led a team of eight analysts and advocates. Prior to that he served as the lead federal lobbyist for the American Occupational Therapy Association.

Nanof holds a bachelor's degree from the University of Maine and a graduate degree from George Mason University.